



On the front page !



 *Drink SFE 15/01/18 - Merci ! Thank you! Dank u! Grazie !*

Our drink to celebrate the new year, which took place on January 15th, was the occasion to meet and to have exchanges, in simplicity and conviviality. As reminded by our President, Giustina Sciarrabone, the year 2018 will be very busy (as were the

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previous years). Indeed, new challenges wait for us ([Staff Committee Elections 2018](#)) and the defence of the colleagues remains the major issue of the SFE.

Bravo to the winners in our game "**winter game**" and thus thanks to the colleagues who participated and to those who support us!

It is together that we shall succeed!



## Elections of the Staff Committee 2018

In June the election of the Staff Committee will take place. It will be the opportunity to renew the local Committee of the staff of Brussels. (LSC).

As member, if you wish to be involved into the representation of the staff, you can be part of our list SFE

and so, mark your commitment!

You wish to join the list, [contact us!](#)



## Legal consultations: next date + what is the point?

The next date for our legal consultation with our lawyer (free for members in order of contribution) will take place :

**Friday March 16th (from 12 to 14);**

(If you wish to participate, do not hesitate to contact us rapidly.)

In these consultations, you address issues related to your employment status (or private with a link to your professional life). This ranges from your working conditions to a problem regarding your salary for your promotion.



LEGAL  
CONSULTATION

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## MENU

ELECTIONS OF THE STAFF  
COMMITTEE 2018

LEGAL CONSULTATIONS: NEXT  
DATE + WHAT IS THE POINT?

ANALYSIS: TRANSFER OF PENSION  
RIGHTS– JUDGMENT T 728/16

IS THE MEDICAL SERVICE STILL  
SERVICING?

UNDERSTANDING THE MEDICAL  
HALF-TIME (MHT) – MODALITIES

RECRUITMENT PROCEDURE: NEW  
GIPS AND NEW CAST ...

EPSO COMPETITION: PROCEDURE  
TO BE AUDITED?

Depending on your situation, the lawyer will be able to advise you or propose an appeal to the administration (subject to agreement of the Executive Committee of the SFE).



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**Analysis: Transfer of pension rights–  
Judgment T 728/16** 

The SFE wishes to provide some elements concerning this court decision on the transfer of pension rights.  
Do not hesitate [to contact us](#) if you are concerned!

The problem raised by that judgment, which led the Court to annul the decision of the European Commission, which complains of the applicant, is linked to the fact that the latter applied on the discounted capital actually transferred by the Federal Pension Insurance Agency. a percentage of 3.1% per year elapsed between the date of application for the transfer of pension rights acquired in the national scheme and the actual transfer of those rights [\[Read more \(in french\)\]](#)

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END OF STUDY OF A CHILD &  
VOLUNTEER PROGRAM ...

FAMILY ALLOWANCES & ANTI-  
CUMULATIVE ALLOWANCES  
RULES!

EPSO COURSES / MEMBER OFFERS

CREATION OF A PREVENTION AND  
PROTECTION AT WORK  
COMMITTEE (CPPW) IN THE  
AGENCIES – WHAT IS THE  
SITUATION ?

PEOPLE CONCERNED BY A  
DISABILITY

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### **EDITORIAL**

It is with pleasure that we offer you the first “*member info*” of the year 2018!

Like every time, brief information or important topics that could directly concern you.



### Is the medical service still servicing?

During the medical service summons, we noted several cases of colleagues under medical certificate (of more or less long duration) and on whom the medical service put pressure so that the colleagues in question go back to work earlier than foreseen.

Sometimes, the getting back to work must be done quickly and full time, sometimes the medical service

seems to "*negotiate*" an early return but part-time medical (which must be prescribed by YOUR doctor).

It is random! And finally, the health status of the colleague concerned (his pathology, his history etc ...) does not necessarily seem relevant.

And what to say then, about cases of burnout? There, the colleagues concerned are sometimes "treated" as *hypochondriacs*, practically called liars!

At present, the medical service seems to chain the medical opinions as he follows memos, and this, without taking systematically into account the reality of what colleagues are experiencing, their pathology or their personal / professional situation.

It is a high time priority that the doctors of the medical service, do what they know how to do, that is to say the medicine, and no longer the administrative "oriented" to the quotas to meet...



Your union is modernizing day by day to meet future challenges.

Indeed, we are actively working on a new, more modern website, a new formula of our panoptic (*On line*), a contact point section for our former colleagues will be set up in the coming weeks to accompany you!

In short, we strive to communicate better to be with you every day!

For make no mistake, new reforms and new attacks on our status and our achievements are still to be expected in the future.

*Every day* we receive colleagues in distress who ask us for help or advice to resolve their situation...

*Every day*, we see colleagues whose rights are not respected and we accompany them as best as possible...



## Understanding the Medical Half-Time (MHT) – Modalities



Are you directly affected by the medical half-time?

Find our article on line which gives you the practical modalities (calculation, legal bases) of this working formula.

[\[Read more... \(in french\)\]](#)



## Recruitment procedure: New GIPS and new CAST ...

The new GIPS came into effect on November 1st. They provide for a new recruitment procedure and for the colleagues concerned, you will have noticed, EPSO proposes on its [website](#), registration for permanent CAST (no deadline). All function groups

are concerned (GF 1 to 4).

We can only advise you to register for the CASTs that correspond to your profile.

In concrete terms, what does this mean?

Signing up does not guarantee that you will be taking the CBT EPSO tests!

Here is the procedure (after registration):

- 1 / Your profile is retained, You are sent by your / a service to pass the EPSO tests (as well as several colleagues for the same profile);
- 2 / You pass the tests (basic tests: Verbal, digital, abstract);
- 3 / You pass a selection panel (interview);
- 4 / you are selected according to the selection panel;

Thanks to you, to your many returns, we are moving forward!

The Executive Committee

5 / You have passed the CAST, the service can recruit you in the function group for which you have applied (with the new conditions of contract and reclassification);



### EPSO competition: procedure to be audited?

One thing is certain, the current EPSO competition procedures seem to satisfy only those who put them in place ...

On the one hand, the candidates, often already employed in the institutions and agencies for years (and whose service is perfectly satisfied) who miss them despite their significant investment, and on the other hand the services that are reluctant because some winners do not match profiles and recruit colleagues who end up being demotivated.

One can indeed wonder if a laureate of competition, holder of a master's degree or a doctorate will be able to bloom in an occupation of administrative support level AST-SC which does not correspond at all to its initial profile.

Afterwards, for colleagues with little or no education, how can one succeed at a level of AST-SC, if from the beginning, the level of the candidates is well above their level of study.

One thing is sure! We are not here to sue these over-graduated candidates who enter the competitions requiring a minimum of diplomas. After all, there may also be a concern for job offers and competitions at their own level. But in the end, EPSO procedures miss their target ... The right person, in the right place, they say?

In short, today, it seems that no one is happy with the competitions!

**SFE, which participates in the COPEC (Joint Committee for Equal Opportunities), is in favor of EPSO and its competition procedures being audited by an external and independent body in order to draw up an action plan for better detection of talents and competitions closer to the needs of our services!**





## End of study of a child & volunteer program ...

Some time ago, we received a leaflet concerning the fact that "*DG HR DECIDES THE ABOLITION OF CHILD ALLOWANCES*" / ...VOLUNTEER

We will not discuss the contents of the leaflet since everyone will be

able to form an opinion.

We only wanted to point out that if family allowances were suppressed in the case of this colleague, it is probably because the child who left in order to follow this voluntary program, receives some compensation. In fact, we are talking about volunteering, not benevolence.

Thus, the rules specify that the child (until 26 years) can always be considered as dependent if and only if, he pursues studies AND / OR he does not receive any allowance of unemployment or other income of any kind.

In this case, if your child is no longer studying and participates in a volunteer program, we strongly advise you to check with the PMO whether your child can still be considered dependent or not.

This could affect your rights (child allowance, school allowance, household allowance, travel expenses, tax reduction).

Of course, as always, we can advise you!



## Family allowances & anti-cumulative allowances rules!

As you may know, there are statutory provisions providing anti-cumulative rules for any family allowance received elsewhere (Article 67 § 2 and Article 68 paragraph 2 of the Staff Regulations).

This may relate to allowances (National, or paid by international organizations, NGOs etc ...), such as, household allowance, child allowance, school allowance.

Not declaring them may expose you to recoveries (the amounts of which may be very significant) or even disciplinary sanctions (IDOC) if the administration is able to prove that you have not knowingly declared these benefits.

If in doubt, [contact us!](#)



## EPSO Courses / Member Offers

Despite our focus on EPSO procedures, we try to assist you with your preparation for the competitions.

Several offers that we reserve in priority to our members!





➤ **SPECIAL OFFERS Verbal / digital / abstract exercise pack (valid until 31/05/2018 !)**

The SFE reimburses you 100% the purchase of a standard exercise pack (35 €) on EU-trainings (offer reserved to 1 pack per year and per member in order of contribution).

Modality: you must send the proof of purchase of the pack on the site + proof of payment! SFE reserves the right to ask for other supporting documents if necessary.

➤ **Trainings**

As always, for members, face-to-face classes are free.

Next courses (Trainings: "Interview during a competition "):

DATE	LANGUAGE	Place available ?
15/02	FR	No
22/02	EN	No
1/03	FR	Yes

*Possible registration by [mail](#) or via our [website](#)*

➤ **Books**

We always offer the books ORSEU at a preferential price:

BOOKS	edition	SFE price €
NUMERICAL REASONING MCQ (FR)	06/2014	30
VERBAL REASONING MCQ (FR)	03/2012	23

ABSTRACT REASONING MCQ (FR)	06/2014	30
SITUATION JUDGMENT TEST (FR)	11/2013	25
ACCURACY AND PRECISION – PRIORITY AND ORGANIZATION (FR)	09/2012	30
CASE STUDY (FR)	04/2015	30
NUMERICAL REASONING MCQ (EN)	02/2014	30
VERBAL REASONING MCQ (EN)	03/2012	23
ABSTRACT REASONING MCQ (EN)	09/2014	30
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### Creation of a prevention and protection at work committee (CPPW) in the Agencies – What is the situation ?

On several occasions, the Directors of the Executive Agencies have been questioned by the Staff Representation so that they respect the legal obligation to have a committee for prevention and safety at work (at the Commission: CPPT).

It is clear that so far, it is rather a "response of non-receipt".





## People concerned by a disability

The theme of disability is essential and the SFE is keen to highlight those who suffer from it (directly or indirectly). DG HR organized conferences on this subject on 5 and 12 December 2018, December 5 being the World Day of People with a Disability ...

But that's not all, it is important to communicate more about the issues and what exists to support people with disabilities or families who have to take charge of a disabled person.

If you are in this situation, you can contact the group EC DISABILITY GROUP who will be able to advise you or to direct you on the steps to follow [[groupe sheet](#)]

SFE is actively working on the subject through a comprehensive file on disability.

If you are directly or indirectly concerned and wish to share your experience with all colleagues (anonymously or not), do not hesitate to send us your testimony!

Stay connected :



If you have questions or a request concerning this member info, please contact us

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